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The Director of Central Intelligence

Washington, D.C. 20505

National Intelligence Council

NIC 02649-87
24 June 1987

MEMORANDUM FOR: Deputy Director for Intelligence

FROM: H. F. Hutchinson, Jr.
Vice Chairman, National Intelligence Council

SUBJECT: Candidates for DI Assignments

Dick —

1. We have discussed the situation of a small number of analysts who are assigned to the National Intelligence Council and are members of the E Career Service. This situation occurred partially by accident and partially by misguided design. Nonetheless, the situation hinders the full development of the potential of the individuals and limits their contributions to the Agency.

2. My proposal is that you and your office directors consider accepting these people into an appropriate Directorate of Intelligence career service. We would certainly increase our flexibility in training and developing these people if they belonged to a directorate career service. The increased flexibility for management in shifting skills and experience to meet our intelligence production needs also is desirable.

3. I have informed all the people here that our long-range goal is to eliminate the Analytic Group, if possible, and our short-range goal is to constrain it to half a dozen people. We find that the Intelligence Community managers are in agreement with the DDCI that we should draw upon the community at large for our drafters, matching specific skills and experience to the estimates, rather than try to maintain a separate organization of drafters. Also, we intend to reduce the number of assistant NIOs over the next year.

4. Please encourage your office directors to examine personnel files and talk with the E Career Service people on the attached list. We can be flexible where there are possible matches. For example, we could arrange a rotational assignment for an individual in case the office director would like to see how the person works out in that setting; we can transfer the person to the office career service and let the individual complete the current NIC tour before transferring to a new job there; also, we could



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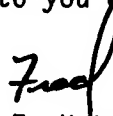
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transfer the person to the new career service and the job and carry them against one of our positions for a time. Let us consider each of these people as individuals, valuable people for this Agency, and tailor the arrangements to the individual cases.

5. Please call if I can be of assistance to you or your office directors.



H. F. Hutchinson, Jr.

Attachment:
As Stated

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Attachment:
As Stated

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